

Permitted hours of work for employed children

Children aged 13 and 14

Term Time:

- maximum 12 hours per week
- maximum 2 hours on any school day
 - 1 hour between 7am and 8.30am PLUS 1 hour between end of school day and 7pm
 - OR 2 hours between end of school day and 7pm
- Saturday – maximum 5 hours
- Sunday – maximum 2 hours

Holidays:

- maximum 25 hours per week
- 5 hours in any one day between the hours of 7am and 7pm, plus breaks
- Sunday – maximum 2 hours

Children must have a break of at least 1 hour for every 4 hours worked
Children must have two weeks holiday each year.

Children age 15 and 16

Term Time:

- maximum 12 hours per week
- maximum 2 hours on any school day
 - 1 hour between 7am and 8.30am PLUS 1 hour between end of school day and 7pm
 - OR 2 hours between end of school day and 7pm
- Saturday – maximum 8 hours
- Sunday – maximum 2 hours

Holidays:

- maximum 35 hours per week
- 8 hours in any one day between the hours of 7am and 7pm, plus breaks
- Sunday – maximum 2 hours

Children must have a break of at least 1 hour for every 4 hours worked
Children must have two weeks holiday each year.

Permitted types of work for employed children

13 years of age

Children may only be employed in 'light work' in:

- agricultural or horticultural work
- delivery of newspapers, journals and other printed material
- shop work, including shelf-stacking
- hairdressing
- office work
- car washing by hand in a residential setting
- in a café or restaurant
- in riding stables
- domestic work in hotels and other establishments offering accommodation

14 and 15 years of age

- may only be employed in light work
- may engage in street trading if they are employed by their parent in connection with their business and if they are supervised by them, or if they have been granted a street trader's licence by the local authority

16 years of age

The above restrictions will still apply whilst the child is of compulsory school age. Compulsory school age continues until the last Friday in June in the academic year when the child turns 16.

Prohibited Employment

It is illegal to employ children to work in the following:

- in a cinema, theatre, disco, dance hall, night club (except if they are performing and have a Performance Licence)
- to sell or deliver alcohol, except in sealed containers
- to deliver milk
- to deliver fuel oils
- in a commercial kitchen
- to collect or sort refuse
- any work more than 3 metres above ground / floor level
- exposure to harmful physical, biological or chemical agents
- to collect money or to sell or canvass door to door
- street trading, unless they are over 14 and employed by their parents, or have applied for and been granted a street traders licence in their own right
- work involving exposure to adult material, or in situations unsuitable for children
- telephone sales
- slaughterhouse, any part of butcher's shop or other premises connected with killing of livestock, butchery, or the preparation of carcasses or meat for sale
- as an attendant or assistant in a fairground or any form of amusement arcade
- in a club or any other place licensed for gambling
- personal care of residents of any residential care home or nursing home
- cleaning any machinery, if this would expose them to risk or injury
- in, or in connection with, any activity or sport involving firearm (including paintballing), unless closely supervised by an adult at all times
- In any industrial undertaking including mines and quarries, manufacturing industry, construction and the transport of passengers or goods by road, rail or inland waterway